



State of California
Employment Training Panel

Training Proposal for:
Auburn Printers, Inc.

Agreement Type: Small Business

Agreement Number: ET09-0302

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: J. Daunt

CONTRACTOR:

- Type of Industry: Manufacturing:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
 - *California:* 15
 - *Worldwide:* 15
 - *Number to be trained:* 15
- Turnover Rate: 13%
- Repeat Contractor: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$46,800
- In Kind Contribution: \$26,250
- Average Cost per Trainee: \$3,120
- Post Retention Wage: \$12.85
- Health Benefits: \$1.85 per hour
- Occupations to be Trained: Pressmen, Quality Control/Mailing, Bindery Staff, Pre-Press Staff, Customer Service Staff, Sales Staff, Bookkeeper/Human Resources, Frontline Managers/Supervisors, Managers
- Training Menu:
 - ☐ Business skills
 - ☐ Commercial skills
 - ☒ Computer skills
 - ☒ Cont. Improvement
 - ☐ Literacy skills
 - ☐ Management skills
 - ☒ Manufacturing skills
 - ☐ Other:

- Range of Hours: 8-200 Weighted Average: 120
- Multiple Job Numbers: ☐ Yes ☒ No
- County(ies) Served: Placer
- Union Representation: ☐ Yes ☒ No
- Subcontractor: Graphic Arts Technology Foundation of Pittsburgh, Pennsylvania will deliver Manufacturing Skills at a cost to be determined. Other subcontractors to be determined.
- Third Party Services: None

INTRODUCTION

Auburn Printers, Inc. (Auburn Printers), began in 1946 and incorporated in 1998, is a manufacturing company involved in commercial offset, sheet-fed, and other types of printing. Training will take place at the company's only site, located in Auburn.

Auburn Printers' proposed training is designed to provide a more efficient set of processes – such as frontline problem solving, decision making, quality improvement concepts, and team development – that will significantly increase production efficiencies and allow for continued growth. The proposal includes manufacturing skills training, such as lean concepts, proper operation of the company's new digital press, and cross-training in production-line skills. The plan also includes computer skills training in Fusion Pro applications – software designed to improve workplace processes and the management and control of production processes, from the initial order through final shipment.

In the past, Auburn Printers' training was primarily mentor-based, involving the company's upper management directly in all problem solving, quality improvement, and decision making, as well as related management tasks. Training funds will allow the diffusion of these functions and thus allow the upper management of Auburn Printers the time for long-term strategic planning, allowing for the fulfillment of the company's growth potential.

Auburn Printers is proposing to train 15 individuals under a menu curriculum that includes Computer Skills, Continuous Improvement, and Manufacturing Skills.

Out-of-State Training

The company is requesting funding for a single trainee to receive Lean Processes training from the Graphic Arts Technology Foundation that will be provided in Pittsburgh, Pennsylvania. Company officials state that the high level of training offered by this foundation greatly exceeds that which the company has been able to find anywhere else and that the content and approach offered by the foundation fits the company's needs to a greater extent than that offered by any other source. The one trainee will receive no more than 24 hours of class/lab training in Manufacturing Skills from this source.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal including reimbursement for training one employee at the Graphic Arts Technology Foundation in Pennsylvania.